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MINUTES OF THE CIA CAREER COUNCIL

61st Meeting, Wednesday, 4 May 1960, 4:00 p.m.

Present: Gordon M. Stewart, Chairman  
Robert Amory, Jr., Member  
[redacted] Alternate Member  
Richard Helms, Alternate Member  
Lyman B. Kirkpatrick, Member  
[redacted] Member  
Lawrence K. White, Member  
[redacted] Executive Secretary  
[redacted] Recorder

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Guests:

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1. The minutes of the 60th meeting on 4 February 1960 were approved as submitted.
2. The meeting of the Council was principally concerned with the discussion of the Inspector General's Survey of the CIA Career Service. Recommendations made by the Inspector General and alternative recommendations made by the three Deputies and the Director of Personnel were considered.
3. With specific reference to the recommendations of the Inspector General the Career Council reached the following conclusions and recommendations:
  - a. The Career Council and the Supergrade Board. The Career Council did not agree that these bodies be discontinued but proposed instead that they continue to perform the work presently assigned to them. The transfer of their functions to an Agency Career Development Board is therefore not recommended.
  - b. Career Development Board. The Council did not agree to the establishment of this Board as proposed by the Inspector General. It does recommend the appointment by each Deputy of a Career Development Officer, the exercise by this officer of authority granted to him by the Deputy in the furthering of the career development of individuals within that component, the formation under the cognizance of the Career Council of an Agency

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board composed of the three Career Development Officers and chaired by the Director of Personnel which will develop Agency career development policies and arrange, with the concurrence of the Deputies concerned, for the movement of individuals from one major component to another in the interest of career development. It is understood that failing such concurrence the Director of Personnel may appeal the decision of one or more Deputies to the Director of Central Intelligence.

- c. The Selection Board and the CIA Career Staff. The Council concurred in the Inspector General's recommendation that the Selection Board and the Examining Panels be discontinued and that selection of individuals into the Career Staff become the responsibility of the Heads of Career Services. The five-year service requirement for membership in the Career Staff, as proposed by the Inspector General, was not considered advisable. Instead, there was agreement (1) to retain a minimum three-year waiting period, and (2) to establish a minimum age requirement of 25 years.
- d. Career Services. It was the consensus of the Council that the basic Career Service structure as it now exists should be retained and that no attempt be made to convert to occupational services as proposed by the Inspector General.
- e. Individual Career Planning. The Council accepted the Inspector General's proposal to rescind  discontinue 25X1 the Career Preference Outline, and to substitute individualized planning for those persons who may be expected to grow and develop.
- f. CIA Career Service Brochure. The Council agreed to the proposal of the Inspector General to prepare and distribute to all employees a brochure explaining the purpose and objectives of the Career Service program and the methods of implementation, it being understood that publication would be deferred until after the first major reduction in force is effected.

4. The Council adjourned at 5:05 p.m.

Note. - The Council's conclusions and recommendations, outlined in paragraph 3 above, were forwarded on 26 May 1960 by the Director of Personnel to the Director for approval."

Chairman  
CIA Career Council

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